



Nuvia Branch

**MINUTES OF THE 113th MEETING OF THE COMBINED NUVIA BRANCH
COUNCIL & CTUC (GMB, Prospect & UNITE)
Held 26th November 2026 – At Milton Park (& TEAMS)**

Name	Section	Role
John Ambrose	Risley	Prospect Chair/Secretary
Lynn Hibbert	Dounreay	Prospect TU Rep /EWC Rep
Glenda O’Sullivan	Risley	Prospect Safety TU Rep Support
Tom Jones	West Cumbria	Prospect TU Rep
Tom Adams	GMB	GMB TU Rep
Joe Cleal	UNITE	Berkeley TU Rep
Tricia Allward	Prospect	Organising Officer
Robbie Young	Prospect	Negotiating Officer

1 Welcome

JA welcomed all to the meeting.

Further, he announced that Alison Eve (GMB West Cumbria Branch) had left Nuvia. AE would be sorely missed by the Branch with her many years of union experience, her insightfulness and forthrightness when called on to look after the interests of her members.

As such there are a number of vacancies within the Branch, certainly from a Prospect view, with the assistance of PA and RY, it is hoped to address in the coming months.

2 Apologies

Ian Tickle – Prospect – Risley – Treasurer/TU Rep
Marcia Oliver – Prospect – Harwell - TU Rep
Tony Tanushi – GMB – Regional Officer

3 Acceptance of Minutes

The minutes of the previous Branch Council Meeting were accepted as a true record.

4 Actions from Previous Minutes

An index of Branch Actions is included as Appendix 1.

5 Formal Communications

JA advised that communications continue between the CTUC and the company on a number of subjects, with references made to the Items within the Minutes. JA continues to have regular informal meetings with Richard Fearnside (People & Culture Director).

An index of CTUC Updates to-date is included as Appendix 2.

An index of letters to/from the company to-date is included as Appendix 3.

6 Staff Matters

Membership

JA reported that recruitment continues amongst new starters. Union week has concluded (17th to 24th November). JA thanked RY, MB and PA for their support in what proved to be quite a successful campaign.

Prospect Young Workers (PYW)

Position remains On Hold.

Union Learning Rep (ULR)

Position remains On Hold.

JA advised that ITi had his Part 1 Reps Course and is making arrangements for Part 2.

GOS and MO are both in the process of arranging appropriate training courses.

JA reminded that training courses are open to all Reps. They should seek to utilise them, seeking approval through the Branch Secretary in the first instance.

NPC Holders

Allowances

Action M103:01 – I Tickle – To identify the perceived shortcomings and application of NPC benefits, particularly in relation to company instruction ‘Allocation of company Vehicles’.

ITi raised the issue of the inconsistency in how NPC benefits appear to be applied across individuals in this group. In particular, ITi highlighted the issue of car allowances as laid out in the company instruction ‘Allocation of Company Vehicles’.

As ITi is closer and has better understanding of this issue, JA asked ITi to pull together the information, and for him to take-up with the company. Keeping JA in the loop.

Action now withdrawn and superseded by M113:01 (see below); -

JA reported that a number of issues have been raised by NPC holders. RY is now looking into this and will be seeking support from ITi, MO and Others. JA has supplied RY with a copy of the ‘Voluntary Bargaining Agreement’ between the company and NPC Holders, and as agreed with Prospect representatives.

Action M103:01 – R Young – To review the ‘Voluntary Bargaining Agreement’ (Company & NPC Holders) and raise with the company issues identified by NPC Holders.

Recruitment & Turnover

JA quoted approximate Prospect numbers for Q4 (to date) of 2025. Numbers remain stable and above the 2024 level.

A list of Starters/Leavers was issued to Reps for follow-up.

Total staff employees (excluding ASWs) circa 613.

In the year to date; -

Staff numbers; - Starters v Leavers circa 103 v 55 (net gain of 48)

Agency numbers; - Starters v Leavers circa 45 v 26 (net gain of 19)

Total numbers - Starters v Leavers circa 148 v 81 (net gain of 67)

It was again remarked that in Team Briefs, the company has stated its aim to recruit circa 120/150 in 2025. Whilst the starters seemed to be heading in the right direction (and assuming company is

referring to both staff and agency) , the retention of existing resources appears to be negatively impacting on that growth target.

A significant area of growth still remains with HP Surveyors, particularly with new trainees. However, there remains a noticeable turnover amongst the Surveyors (and trainees) in the quarter.

Staff Starters v Leavers circa 11 v 6 (nett 6).

All Reps are to follow up on the new starters.

European Works Council

The last EWC Meeting was held 6th October 2025. Unfortunately, due to personal/work commitments, both LH and ITi were unable to attend. However, they will look to obtain and circulate minutes accordingly.

The next scheduled plenary meeting is in May 2026.

News Letter

At the last BCM, RY/JA were tasked with pulling together a News Letter. However, due to pay talks, this has now been delayed. Once pay has been concluded, this will be taken up again. GOS has also volunteered to support.

Previously;-

The Branch agreed brief details of the number of recent disciplinaries should form part of the next Newsletter which will raise a number of concerning issues.

- **Action M112:01 – Robbie Young/John Ambrose** – *To compile the next Newsletter which will include limited information on Disciplinary issues.*

7 Company Matters

Company Performance

JA reported that in latest Team Brief (as in September), the Company continues to advise that its budgetary forecasts for 2025 can be summarised as a turnover of circa £75m, and to generate a 2% margin. This compares with 2024 close-out of circa £67m, with circa £880k margin.

As a reminder, the Company has concluded its 5 year plan to take the business through to 2030. This will also feature acquisitions and organic growth, taking the workforce from circa 550 to 1,500 employees by 2030.

Dounreay - Operators

LH has previously reported;-

NRS stated that they intend to bring all operator staff from its suppliers (e.g. Nuvia) in-house from April 2026.

This would involve TUPE transfer of circa 25/30 Nuvia employees. There is on-going dialogue with the company and NRS. Such movement would present a significant loss to Nuvia in terms of employees and revenue at Dounreay. It is expected that further information will become available early January 2026.

We are advised that NRS are not considering any change to the contractual arrangements between HP staff and their relative employers.

Acquisitions

JA understands that there are currently none in the pipeline.

Future Workloads

JA remarked that the company is positive on workloads as we approach the close of 2025 with the forecast turnover higher than 2024, so continuing growth expected across the businesses. However, it is noted that it is expecting new work to be won and arrive in 4th Quarters to achieve its target.

Equality, Diversity & Inclusivity (ED&I)

JA reported that there are scheduled meetings through the year with the workgroup. A number of monthly calendar campaigns are being run through the group. JA also advised that the group is seeking new members and those interested should visit the ED&I webpage.

Engagement Survey

JA reported that following this year's Engagement Survey, the shorter version, the Pulse Survey, is expected late November/Early December. The company remains in the 'One to Watch' (OTW) category, though with a slightly improved scoring on last year.

The CTUC has a number of members acting as 'Engagement Champions'; -

- Lynn Hibbert (Dounreay)
- Ian Tickle (Risley)

8 Terms & Conditions

General

JA reported that the BC remains in dialogue with HR on several HR procedures as it goes through the process of update.

HP Surveyors Working Group

From last BCM;-

AE reminded that when the company commenced the large-scale recruitment of HP surveyors from a number of companies, one of the main issues raised with senior management was the myriad of T&Cs now covering the groups.

A meeting was held with Richard Fearnside, Greg Antill, and the CTUC in June 2023. The meeting was wide ranging, but in relation to HP surveyors; -

- *Recruitment*
- *Integration*
- *Package Managers*
- *Job Descriptions*
- *T&Cs*
- *Etc.*

At the meeting, it was put forward the setting up of a HP Working Group which would include representatives from the CTUC, to look at the issues raised, but mainly around the various T&Cs. It was acknowledged that reaching satisfactory conclusions would take some time, with a time scale of 3 years mentioned. To date, over 15 months or so, there has been no real movement in arranging a Working Group. The issue of varying T&Cs continues to cause some irritation between groups.

JA reminded that he had spoken to both Greg Antill (HP Director) and Rachel Meaby (HR HP Partner) prior to the previous BCMs. Since then, he has reminded both RM and RF over the delay. RM now advises there is to be a management meeting 4th December 2025, which will be looking at the documentation compiled by RB and others. JA advised RB that the Branch would

be expecting feedback from that meeting, with a view to arranging a kick-off meeting as soon as can be arranged subject to working patterns (watch this space – again!).

- **Action M113:02 – John Ambrose** – JA to contact Rachel Meaby early January 2026 to seek progress on the HPS Working Group.

HP - Boot Camps

Nothing to report.

9 Pay and Allowances

Pay

JA reported that pay negotiations between the CTUC and the Company had been going on since early October. There have been a number of meetings and exchange of data and preliminary pay metrics.

From the beginning, despite the justifications put forward by the CTUC, as expected, the company would not accept an 'across the board' agreement, it would only negotiate on a 'differential' settlement. However, there is a commitment from the company to hold regular meetings in 2026, outside and beyond the current pay negotiations, with the CTUC to investigate and consider alternative methods to move people to the targeted market rate.

Current discussions remain challenging but on going and are reaching a conclusion. There are now two proposals for consideration. This revolves around a higher overall offer being agreed by 22nd December 2025, a lower overall offer if this extends into January 2026.

At this stage, the CTUC is still pushing on what is on the table, and therefore, at present, unable to publish the details at this meeting. However, there will be a CTUC update to members in the next few days putting the final offer and proposal members.

TA and JC had been looking into allowances that had not been updated for some time. This was supplemented by requests from a number of members. Several are covered and tied in with the NAECI agreement (e.g. accommodation, travel). These will only increase when the NAECI agreement is renegotiated. This is a national agreement and sits outside Nuvia.

However, there are a number of other allowances which have been presented to the company and agreement has been reached (e.g. on-call, environmental, private accommodation, etc).

Both pay and allowances will be summarised in a CTUC Update.

- **Action M113:03 – John Ambrose** – JA to issue a CTUC Update publishing the final pay and allowance offer to Members.

Allowances

General

Refer to above.

Bonus

There was no general bonus award in 2025.

Following on from last BCM:-

The company has indicated that it wishes to consult on a new Bonus structure that would apply once the company starts making significant profit. No time-frame has been suggested as yet.

Initial thoughts from the Branch are that for standard contract holders, any new structure should not prove divisive, and would expect all employees (excluding NPCs) to receive significantly the same, and be based on a cash equivalent, not a percentage of salary.

10 Pension Matters

General

DB Scheme

ITi was not in attendance but did provide a statement that there was nothing specific that could be reported. However, the DB scheme currently remains circa 84% funded, which is much better than it was pre-covid years. This is not a concern.

DC Scheme

Nothing to report.

11 Safety, Health & Environment

BeeSafe

Wellbeing Clinics; -

JA re-affirmed that a 'hold' has been put on discussions relating to the workshops. Though a major disappointment, it will be kept on the agenda as a reminder. It is understood that Assurance is keen to hold these clinics at a convenient time in the future and when funding will allow.

Compensation Scheme for Radiation Linked Diseases (CSRLD)

This is a compensation scheme initiated back in the 1980s' by the major nuclear employers and trade unions, for current and ex-employees who may have, or had, a radiation linked disease.

This document provides in brief;-

- Information on its history
- Qualification for the scheme
- Points of contact
- Etc.

The scheme is free of charge – and only applies to current and ex- employees who are/had been **members of a recognised Trade Union by the scheme(s).**

A version will be issued through a CTUC Update.

- **Action M112:03 – John Ambrose** – To raise a CTUC Update in relation to the Compensation Scheme for Radiation Linked Diseases (CSRLD).
Ongoing

Lap-tops – Off-Site Access

Previously;-

JC raised the issue of the difficulties on site of maintaining communication with line management/the company. Certainly there is difficulty obtaining latest comms, SHE notices, etc. Also, raising UNORS in a timely fashion, if at all, can be extremely difficult.

JC suggested that it would be very beneficial if the company could provide laptops to remote sites, in a suitable place, where Nuvia employees gather/based on-site to enable them to access in real-time company comms and the UNOR system. This would be brought up at the JCSHE.

JC stated that he was not aware of significant developments. JA said he would bring up at the next JCSHE.

- **Action M112:04 – John Ambrose** – To raise at the next JCSHE the issue regarding provision of laptops at 'remote' sites.
Complete – Raised 25th September 2025. Now under investigation by SHE Team.

Drinking

JA reported that PO had prepared a leaflet on drinking which highlighted a link to liver disease. This has been updated for issue around Christmas.

Menopause

An updated menopause leaflet for those persons going through the menopause and a separate leaflet for those who were family/friends/work colleagues had been prepared and passed to the three menopause champions. Some comments were passed on peer review. PO was unable to make these changes prior to her retirement. This is still to be issued through SHE.

Campaigns; -

JA reported that PO was looking towards the following, and supported by GOS; -

- Cardiovascular health issues.
- Dental – in relation to monitoring for mouth cancers.
- Home Fire plans.
- Christmas – Sustainability

TU Safety Reps; -

JA advised that he was considering approaching Unite members based at Sellafield for them to possibly supply a candidate to act as a TU Safety Rep.

- **Action M112:05 – John Ambrose** – To approach Unite members at Sellafield regarding the position of a TU Safety Rep role.
Complete – JA contacted Sellafield line manager who assisted in providing a possible volunteer. JA has contacted the individual and is awaiting a response.

Joint Committee for Safety, Health & the Environment (JCSHE)

Significant items to be raised; -

- Drink Awareness
- Dental – in relation to monitoring for mouth cancers.
- Mental Health
- Lap-tops – Off-site Access
- Home Fire plans.
- Christmas – Sustainability
- Blood – 'Donate Breaks'

12 Annual Delegate Conference

There are no plans at present to organise an ADC. JA stated that currently, a full-blown ADC like those previously held could not be justified financially. Discussions between JA and RY are ongoing regarding an alternative.

13 Any Other Business

items raised were covered under the relevant sections within the minutes.

Branch Finance

Nothing new to report.

Continued;-

14 Dates of Next Meetings

The next scheduled BC Meetings to be held, on Wednesdays, at Milton Park (& Teams) are as below. The JCSHE Meetings to be held the following day (on the Thursdays);-

- 25th March 2026
- 24th June 2026
- 23rd September 2026
- 25th November 2026

John Ambrose
Chair
31st December 2025

APPENDIX 1 – SUMMARY OF ACTIONS

Branch Council Actions

Latest Close-out

- **Action M103:01 – I Tickle** – To identify the perceived shortcomings and application of NPC benefits, particularly in relation to company instruction 'Allocation of company Vehicles'.
Withdrawn – Replaced by Action M113-01.
- **Action M112:02 – John Ambrose** – On agreement by the CTUC, JA to formally submit the 2026 pay claim to the Company.
Complete – JA submitted 16th October 2025.
- **Action M112:04 – John Ambrose** – To raise at the next JCSHE the issue regarding provision of laptops at 'remote' sites.
Complete – Raised 25th September 2025. Now under investigation by SHE Team.
- **Action M112:05 – John Ambrose** – To approach Unite members at Sellafield regarding the position of a TU Safety Rep role.
Complete – JA contacted Sellafield line manager who assisted in providing a possible volunteer. JA has contacted the individual and is awaiting a response.

Outstanding/New

- **Action M112:01** – Robbie Young/John Ambrose – To compile the next Newsletter which will include limited information on Disciplinary issues.
Ongoing
- **Action M112:03** – John Ambrose – To raise a CTUC Update in relation to the Compensation Scheme for Radiation Linked Diseases (CSRLD).
Ongoing
- **Action M113:01** – R Young – To review the 'Voluntary Bargaining Agreement' (Company & NPC Holders) and raise with the company issues identified by NPC Holders.
- **Action M113:02** – John Ambrose – JA to contact Rachel Meaby early January 2026 to seek progress on the HPS Working Group.
- **Action M113:03** – John Ambrose – JA to issue a CTUC Update publishing the final pay and allowance offer to Members.

APPENDIX 2 CTUC Index (From 2019)

CTUC No	Topic	Date Sent
101	Pay 2019 - 1	11/11/2018
102	Engineering Redundancies	10/01/2019
103	Leave Carry-over	25/01/2019
104	Pay 2019 - Offer	28/01/2019
105	Pay 2019 – Offer - Acceptance	14/02/2019
106	ADC 2019 – Motions Summary	22/05/2019
107	Appointment of Prospect Pensions Representative	23/09/2019
108	Engagement Survey	14/10/2019
109	Pay 2020 – Offer Award	22/11/2019
110	Coronavirus (COVID-19)	18/03/2020
111	COVID-19 - Furlough of Staff	09/04/2020
112	COVID-19 - FAQs	07/05/2020
113	Furloughing Compensation Arrangements	30/06/2020
114	CEO Announcement - Redundancy	07/07/2020
115	Members Survey On Consultation	10/07/2020
116	Redundancy Update	02/08/2020
117	Redundancy Update - 1	17/08/2020
118	Not Used	-
119	Pay Award - 2021	01/12/2020
120	2020 Briefing Update	01/01/2021
121	Pensions Ballot	08/01/2021
122	Pension Scheme - Final Offer	29/01/2021
123	Pension Scheme - Summary	04/04/2021
124	General Briefing	20/08/2021
125	Pay 2022 - Submission	29/11/2021
126	Pay 2022 - Acceptance	13/12/2021
127	Pay 2023 - Submission	10/10/2022
128	Pay 2023 - Offer	29/11/2023
129	Pay 2023 - Ballot Result	13/12/2022
130	Compensation Scheme for Radiation Linked Disease (CSRLD)	10/02/2023
131	VINCI - European Works Council	25/05/2023
132	Pay & Grading	19/05/2023
133	VINCI - EWC - Update	05/06/2023
134	Pay and PRP	01/11/2023
135	Pay and PRP-1	30/11/2023
136	Pay and PRP-2	08/01/2023
137	Pay and PRP-3 – Ballot Results	26/01/2024
138	Member Recruitment	05/08/2024
139	Pay 2025	30/10/2024
140	Pay 2025 – Final Offer	10/12/2024
141	Retirement	08/01/2025
142	Pay 2025-Ballot Result	24/01/2025